

THE WELSH C. M.
FOREIGN MISSIONS
REGULATIONS





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THE
WELSH CALVINISTIC METHODISTS'
FOREIGN MISSION.

GENERAL REGULATIONS

FOR THE GUIDANCE OF THE
DIRECTORS AND MISSIONARIES.

ADOPTED BY THE GENERAL ASSEMBLY HELD AT RHYL,
MAY 25-27, 1897.

PRINTED FOR THE DIRECTORS AND MISSIONARIES ONLY.

1897.

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Twenty-five years having elapsed since the General Regulations of the Mission were formed, and experience having shown that several additions and changes were necessary, the General Assembly in 1896 requested the Executive Committee to prepare revised Regulations to be proposed for adoption in the General Assembly to be held in 1897.

The Regulations in the Second Part have been formed principally for the guidance of our Missionaries in India, and the personal allowances do not apply to the Missionaries in Brittany. The Regulations will, however, indicate in what spirit the General Assembly considers the proceedings of our Missionaries everywhere should be conducted.

AT THE MEETING OF THE GENERAL ASSEMBLY OF THE
WELSH CALVINISTIC METHODISTS, held at Rhyl, May
25-27th, 1897, and consisting of the representatives of the
different Monthly Meetings and Presbyteries in connection
with the Associations of North and South Wales, together
with the other members of the Assembly,

Inter alia,—

It was proposed by the Rev. Principal EDWARDS, D.D.,
of Bala ; seconded by the Rev. T. LEVI, of Aberystwyth,
and passed unanimously—

“That we approve of the Regulations prepared by the
Executive Committee and submitted to the Assembly, and at
the same time desire to thank the Committee and the Secretary
for their zeal and faithfulness.”

JOHN MORGAN JONES,

Moderator of the General Assembly.

LLEWELYN EDWARDS,

THOMAS GWYNEDD ROBERTS,

} *Secretaries.*

JOHN HUGHES,

Chairman of the Executive Committee.

JOSIAH THOMAS,

Secretary of the Foreign Mission.

[The Directors, in the preparation of these Regulations, have availed themselves of the results of the larger experience of other Missions, and have derived especial assistance from the rules which have been adopted by the London Missionary Society, the Free Church Mission, and the Church Missionary Society.]

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RULES

OF THE WELSH CALVINISTIC METHODISTS' FOREIGN MISSION.

I.—The object of the Welsh Calvinistic Methodists' Foreign Mission (otherwise called "The Welsh Calvinistic Methodists' Foreign Missionary Society") shall be the diffusion of the knowledge of the Gospel among those who are destitute of it in foreign countries.

II.—The Direction of the Missions shall be entirely in the hands of the General Assembly.

III.—The General Assembly, in order to carry out the objects of the Mission, shall appoint an Executive Committee, consisting of twenty-one Members—being ministers, deacons, and others who are members of the Connexion and Subscribers to the Mission—from Liverpool and its vicinity (*unless and until the General Assembly shall otherwise decide*). Three of the Members shall retire every year, without being eligible for re-election for that year, and in their stead three others are to be nominated by those remaining on the Committee, and their names presented to the General Assembly for appointment; and the names of all the Members, together with the names of the other Officers of the Mission, shall be read in the Annual Public Missionary Meeting of the Assembly as a part of the Report. The Committee shall choose two of its Members to represent it in the General Assembly. The two Treasurers, the General Secretary, and the previous Moderators of the General Assembly who reside in Liverpool, are *ex-officio* Members of the Executive Committee, as well as of the General Assembly.

IV.—In order to assist the Executive Committee, especially in circumstances requiring consultation, and in order to take special charge of the Missionary interest in their respective counties, each Monthly Meeting shall choose a Minister and Deacon to be County Directors. These Directors shall be elected for three years, and shall not remain in office for more than six years consecutively; during

their term of office they shall be of the number of the Delegates who are to be sent by each Monthly Meeting to the General Assembly. The Trustees of the Mission and the ex-Moderators of the Assembly are *ex-officio* Directors.

V.—The two County Directors, the Secretary of the Monthly Meeting, the Treasurer and the Secretary of the Mission for the County, together with eight chosen annually by the Monthly Meeting shall form in each County a Committee to take charge of the Missionary cause, make arrangements for the holding of public meetings, and employ every means that may be judged proper to foster a Missionary spirit and activity in the County.

VI.—The Executive Committee shall meet once a month, or oftener if necessary, to superintend all the affairs of the Mission devise the best means for conducting the work, consider applications from Missionary Candidates, make arrangements as to the sending out of Missionaries, the fields of their labour, their salaries, &c., and shall prepare a Report of their proceedings for presentation to the General Assembly.

VII.—All the moneys collected towards the Mission shall be sent as soon as possible to the General Treasurer, who shall lodge them in a Bank, approved by the Executive Committee, in the name of the Mission; he shall not pay any money on behalf of the Mission, except by the authority of the Executive Committee; and he shall give every satisfaction to his colleagues and to the General Assembly respecting the accounts of the Mission, when called upon to do so.

VIII.—Any money that may not be required for the general expenses of the Mission shall be invested in the names of and according to the direction of the Trustees. For this purpose, eighteen Trustees shall be appointed, of whom twelve (six from the north and six from the south) shall be nominated by the General Directors (apart from the Executive Committee), and six shall be nominated by the Committee. That the appointment of the Trustees must be made by the General Assembly.

IX.—Every one before being accepted by the Executive Committee as a Missionary candidate must have completed the usual course of collegiate study; but he may, at the end of his second year's course in the Theological College, state to the Executive Committee his

intention of offering himself to the service of the Mission. The Committee, after making every enquiry of his tutors, his Monthly Meeting, and others, as to his qualifications, if satisfied with the result of the investigations, shall, with the approval of the General Directors, present him to the General Assembly, and, if the Assembly approve of him, shall take the necessary measures for preparing him for the work and sending him out. The Committee may use any means they may think proper to prepare candidates for the Mission field, if they are satisfied as to their qualifications.

X.—The Missionaries, before being sent out, shall be ordained to the whole work of the ministry, and previous to their departure shall affix their signatures to a form, expressing their approval of the Confession of Faith and the rules of the Connexion, and of their determination to adhere to the same while they are in the service of the Mission.

XI.—An Annual Report of the operations of the Mission, containing also the names of the subscribers of 2'6 and upwards annually, or contributions of £20 and upwards at one time, and also the names of children who shall have collected 5/- and upwards, shall be published and presented to each of such subscribers. The name of each Executor paying a bequest of £10 to the Funds of the Mission shall also be published in the Annual Report.

NOTE.—The term Monthly Meeting in the above Rules stands also for Presbytery.

FORM OF A BEQUEST TO THE SOCIETY.

"I give to the Treasurer for the time being, or the person for the time being acting as such, of THE WELSH CALVINISTIC METHODIST FOREIGN MISSION (otherwise called the Welsh Calvinistic Methodists' Foreign Missionary Society), instituted in Liverpool in the year 1840, and whose receipt I direct shall be a sufficient discharge for the same, the sum of £ Sterling [free of Legacy Duty], to be applied for the general purposes of the said Society, and [with the duty in respect thereof] to be fully paid out of such part of my personal estate as is legally applicable for such purpose, and in priority to all other Legacies; but in case my personal estate of whatever kind shall not be sufficient to pay all the Legacies hereby given in full, then I direct that the said Legacy of £ shall abate rateably and in proportion with the other Legacies."

If a testator do not wish a Legacy to be paid free of duty, the words within brackets should be omitted.

GENERAL REGULATIONS.

Part First.

SECTION FIRST.

THE EXECUTIVE COMMITTEE.

1. The Executive Committee, at its first meeting after the General Assembly, shall elect a Chairman, to be in office until the following General Assembly.

2. The Executive Committee, besides appointing sub-committees for special purposes, shall appoint three standing Sub-Committees,—(1) Finance Committee; (2) General Purposes Committee; (3) Correspondence Committee, consisting of the Chairman and the Ex-Chairman of the Executive Committee, the Chairmen of the two other Sub-Committees, together with the Treasurers and Secretary. The Secretary and Treasurer shall also consult the Correspondence Sub-Committee in cases where it may be deemed unnecessary to call the whole Committee.

3. No act of a Sub-Committee shall be valid till ratified by the General Committee.

SECTION SECOND.

ORDER OF PROCEEDING.

1. At each monthly meeting the minutes of the previous monthly meeting, or of any adjourned or special meetings of the Committee that may have been held in the mean-

time, shall be read, and, on being confirmed, shall be signed by the Chairman.

2. The monthly statement of the Treasurer shall be read and passed. (S. IV., 1.)

3. Letters and other communications shall be laid before the Committee,—(1) from the Missionaries, the Secretary giving an epitome of their contents or reading portions when required; (2) home correspondence.

4. The report of the General Purposes Committee shall be read and considered.

5. The report of the Finance Committee shall be read and considered.

6. Any general business not included in the report of the Sub-Committees can be introduced by permission of the Chairman and the Committee.

7. At adjourned Meetings of the Committee the subjects not previously disposed of shall be taken up in order; at special meetings the special business for which the meeting was summoned shall take precedence.

8. Not fewer than seven members of the Executive Committee, exclusive of the Secretary, shall form a quorum. Three members of a Sub-Committee, exclusive of the Secretary, shall form a quorum.

9. In the general conduct of the proceedings, the standing orders of the General Assembly shall be followed.

SECTION THIRD.

LETTERS OF THE MISSIONARIES.

1. All letters sent to the Secretary and to the Treasurer, as officers of the Society, shall be laid before the Committee.

2. While it is desirable that all letters should be read to the Committee, it is indispensable that they be read by the Correspondence Committee, an abstract of the contents being given to the General Committee.

3. The Secretary shall preserve all letters in indexed books prepared for the purpose. The Missionaries shall be provided with paper so ruled that all the letters of one year, or a portion of a year, may be bound together in volumes.

SECTION FOURTH.

THE TREASURERS.

1. The General Treasurer shall prepare for each monthly meeting of the Committee a statement of the sums received and paid by him during the month, showing the balance in hand at that date; and at the close of the financial year a statement of the receipts and expenditure for the year; and present the same to be audited with the vouchers.

2. The Treasurer of the Widows' Fund shall present a statement at the end of each year of the sums received and paid by him during the year, and showing the balance in hand at the end of the year.

3. If it should be found that at any time the balance in hand greatly exceeds the amount which will be required for current expenses, the Executive Committee shall inform the Trustees in order that they may invest such a portion of the balance as may be thought advisable. (S. VII.)

4. No accounts shall be paid by the Treasurer which have not been first authorised by the Committee and obtained the signature of the Chairman.

5. All cheques must be signed by the Treasurer, the Secretary, and a member of the Finance Committee.

SECTION FIFTH.

THE GENERAL SECRETARY.

1. The Secretary shall, under the direction of the Committee, conduct the correspondence of the Mission.

2. He shall keep all the accounts of the Mission in books specially prepared for the purpose, which shall be the property of the Mission.

3. The Secretary shall also keep (1) a report, or minute book, containing an account of the proceedings of the meetings of the Directors; (2) all letters received by him; (3) a book containing an abstract of each letter or other communication received from the Missionaries; (4) a letter book containing copies of all the letters sent by him as Secretary of the Mission.

4. The Secretary shall keep in a book, specially prepared for the purpose, an account of the property mortgaged to the Mission as security for its various Funds. This book shall state the nature of the property, name of owner, amount advanced, where insured, and for what amount, date of meeting of Trustees when the advance was authorised, and all other necessary particulars. The same book shall contain a register of the property pertaining to the Mission in this country or abroad.

5. The Secretary shall examine the Missionaries' accounts and all bills before they are presented to the Committee.

6. He shall keep in a separate book an account of expenses incurred by him on behalf of the Mission, giving

the Treasurer a voucher signed by the Chairman for each monthly account.

7. He shall, at each monthly meeting of the Committee, give a brief report of the Missionary meetings at which he may have been present during the previous month, and lay before the Committee his arrangements for future meetings.

SECTION SIXTH.

THE GENERAL DIRECTORS.

1. The General Directors of the Mission consist of the Executive Committee together with the County Directors. (See Rule IV., p. vii.)

2. Meetings of the General Directors are held, as circumstances may require, in the intervals between two General Assemblies. At these meetings a statement shall be given of the matters that have been under the consideration of the Executive Committee since the previous Assembly, and of all proposals to be submitted to the coming Assembly.

SECTION SEVENTH.

THE BOARD OF TRUSTEES.

1. The Board of Trustees consists of eighteen members appointed by the General Assembly. Of these six must be resident in North Wales, six in South Wales or Monmouthshire, and six nominated by the Executive Committee.

2. In the event of a vacancy in the Board of Trustees the nomination of a new member shall be made by the

County Directors exclusive of the Executive Committee, if the vacancy be amongst those nominated by the County Directors ; or by the Executive Committee, exclusive of the County Directors, if the vacancy is amongst those nominated by the Executive Committee.

3. The Board of Trustees have the charge of investing the money of the Mission—the General Fund, the Widows' Fund, and the Jubilee Fund.

4. No resolution of the Board shall be valid unless there are five members present.

5. The members of the Board of Trustees nominated by the Executive Committee shall form a Sub-Committee to consider any proposals with reference to balances to be invested. (S. IV., ss. 2.)

SECTION EIGHTH.

AUDITORS.

1. The Auditors annually appointed by the General Assembly shall, in examining the accounts of the Mission, compare the receipts in the Treasurers' books with the advice-notes sent to the Secretary, and the vouchers for each sum received and paid by the Treasurers, together with the appropriations of these amounts as shewn in the accounts sent home by the Missionaries and in the books kept by the Secretary. They shall also examine the deeds held as securities for the various Funds, and the Register of the property of the Mission at home and abroad.

SURVEYORS.

2. At intervals not exceeding five years, the Trustees shall appoint one or more professional Surveyors to make

an investigation into the property mortgaged to the Mission, and to report carefully thereon to the Board and to the Directors.

SECTION NINTH.

MISSIONARY CANDIDATES.

1. When a person is desirous of offering himself as a candidate for missionary work, he shall forward an application in writing to that effect to the Executive Committee.

2. If the application and the preliminary enquiry which the Committee may deem proper to institute be satisfactory, it shall instruct the Secretary to send to the applicant the following letter and enquiries :—

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Dear Sir,

The Directors, having received your offer of service as a Missionary in connection with the Calvinistic Methodists' Foreign Missions, have instructed me to submit the following Questions to your serious consideration, and to request you to furnish, in your own composition, a full and faithful answer to each of them, at your earliest convenience.

I am, dear Sir,

Yours very respectfully,

1. State the place of your birth and your age. Are your parents living? Are they dependent in any degree upon you for their support? Do they know of your application to the Directors?

2. What has been the general state of your health, and what it is at present?

3. What advantages of education have you enjoyed?

4. What has been your occupation? Have you any prospect of being able to obtain a comfortable maintenance if you remain in this country?

5. As it is indispensably necessary that he who undertakes to teach Christianity should himself be a true Christian, state the grounds on which you conclude that such is your character, and add any memorable circumstances connected with your first religious impressions.

6. Of what Church are you a member? And how long have you been in Christian fellowship?

7. How long is it since you have commenced preaching? Have you been engaged in any other efforts for the spiritual good of others?

8. State briefly your views of the principal and distinguishing doctrines of the Gospel. Do you accept cordially the doctrines of our Connexion, and its form of government as set forth in the Confession of Faith?

9. How long have you entertained the desire of becoming a Missionary, and what led to that desire?

10. State the reasons of your preference for the work of a Missionary abroad to that of a Minister at home.

11. What, in your judgment, are the general qualifications for the work of a Christian Missionary, and the trials and temptations to which he will be exposed?

12. Are you under any engagement relating to marriage?

13. Are you a total abstainer from intoxicating drinks?

14. Give the names and addresses of a number of persons who have known you in different relations and during different periods of your life, and to whom enquiries might be addressed as to your character, qualifications, &c.

15. In the event of your being accepted as a Missionary, are you willing to conform to its Regulations, a copy of which I enclose?

(Signature in full)

3. If the Directors are satisfied with the replies given by the candidate to these questions they shall send the following circular to the persons named by him, to the Secretary of his Monthly Meeting or Presbytery, to his Tutors, and others who may be able to afford them information concerning him.

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Dear Sir,

has sent in an application to the Directors of the Welsh Calvinistic Methodists' Foreign Mission, to go out as a Missionary to

In order to judge of his qualifications for the important work for which he is a candidate, the Directors feel that it is necessary that they should make every enquiry with reference to him, from those who have had opportunities of becoming acquainted with him. And as they understand that you have had such opportunities, they will feel obliged if you will send, as soon as you can, answers to the following questions, or as many of them as your knowledge of the candidate may enable you to give.

The answers will be regarded as confidential, and care will be taken not to make any public use of them without your permission.

I am, dear Sir,

Yours truly,

1. How long has the candidate been known to you?

2. Is he, according to your judgment a truly religious man, and has he left an impression on your mind of his undoubted piety?

3. Is he a man of discretion and judgment, and likely in this respect not to lead the Society into any trouble?

4. Has he a good command over his temper and spirit? Is he gentle, forbearing, not prone to give or take offence?

5. Has he a good reputation for industry and care with his secular calling, not showing any disposition to sloth and indolence?

6. Is he a man of courage and steadfastness?

7. What is your opinion of his ability to acquire knowledge, and what success has followed his studies during the time you have known him?

8. Has the candidate proved that he has some ability and fondness for imparting instruction?

9. Is he fond of Christian work and has he been in the habit of making use of opportunities to do good in spheres that were open to him besides preaching, such as with the Sunday School, or meetings with young people?

10. Do you know at the present time of anything in the history or in the character of the candidate which would make you hesitate as to the propriety of sending him to such a work, so far from home, where he would not have the advantage of the counsel and influence of other Church officers?

11. We shall feel obliged if you will add any remarks or facts that may occur to you—not coming within the scope of the above questions—which you think it desirable to bring to the notice of the Directors in order to assist them to a right decision on this question.

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Anwyl Syr,

Mae wedi anfon cais at GYFARWYDDWYR
CENHADAETH DRAMOR Y METHODISTIAID CALFINAIDD *i fyned*
allan fel Cenhadwr i

Er mwyn bod yn alluog i ffurfio barn am ei gymhwysderau i'r gwaith pwysig y mae yn ymgeisio ato, teimla y Cyfarwyddwyr fod yn angenrheidiol iddynt wneuthur pob ymosynion mewn perthynas iddo gyda'r rhai a gawsant gyfleusderau i ddysfod yn gydnabyddus ag ef; a chan y deallant eich bod chwi wedi cael mantais felly, byddant yn dra di-lehgar i chwi os byddwch mor garedig ag anfon, mor fuan ag y byddo yn gyfleus, atebion i'r Cwestiynau canlynol, neu gynifer o honynt ag y byddo eich gwybodaeth chwi am yr Ymgeisydd yn eich galluogi i'w rhoddi.

Ystyrir yr atebion yn GYFRINACHOL, *a gofelir na wneir unrhyw ddefnydd cyhoeddus o honynt heb eich cania'tad.*

Ydwyf, anwyl Syr,

Yr eiddoch yn ddiffuant,

1. Er ys pa faint o amser y mae yr Ymgeisydd yn adnabyddus i chwi?

2. A ydyw, yn ol eich barn chwi, yn ŵr gwir grefyddol, ac wedi gadael argyhoeddiad yn eich meddwl o'i dduw-ioldeb diamheuol?

3. A ydyw yn ŵr o synwyr a phwyll, ac yn debyg, yn y golygiad hwnw, o fod yn ddibrofedigaeth i'r Gymdeithas?

4. A oes ganddo lywodraeth dda ar ei dymher a'i yspryd? A ydyw yn "dirion," yn "ddioddefgar," heb fod yn hawdd ganddo roddi na chymeryd tramgwydd?

5. A ydyw wedi ennill cymeriad am ddiwydrwydd a gofal gyda'i alwedigaeth fydol, heb ddangos tuedd at ddiogi a segurddod?

6. A ydyw o feddwl gwrol a dianwadal?

7. Beth ydyw eich barn am ei gymhwysderau i dderbyn dysg, a pha lwyddiant a ddilynodd ei efrydiaeth dros yr amser yr oeddych chwi yn ei adnabod?

8. A ydyw yr Ymgeisydd wedi profi ei hun yn un a gradd o allu a hoffder ganddo i gyfranu addysg?

9. A ydyw yn hoff o weithio gyda chrefydd ac wedi arfer defnyddio cyfleusderau i wneuthur daioni mewn cylehoedd oeddynt yn agored iddo heblaw gyda phregethu, megis gyda'r Ysgol Sabbothol, neu ryw gyfarfodydd gyda'r ieuenctyd?

10. A wyddoch chwi, ar hyn o bryd, am ryw beth yn hanes neu yn nghymeriad yr Ymgeisydd a barai i chwi betruso yn nghylch y priodoldeb o'i anfon i'r fath waith, mor bell oddicartref, lle y byddai dan yr anfantais o fod yn amdifad o gyfarwyddyd a dylanwad ei gyd-swyddogion?

11. Teimlir yn ddiolchgar os byddwch mor garedig ag ychwanegu unrhyw sylwadau neu ffeithiau fyddont yn ymgynyg i'ch meddwl,—nad ydynt yn dyfod o fewn cyleh

yr atebion i'r cwestiynau uchod, ag y tybiwch y byddai yn ddymunol eu dwyn i sylw y Cyfarwyddwyr, er mwyn eu cynorthwyo i ddyfod i benderfyniad ar yr achos hwn.

Arwyddwyd gan

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4. During these negotiations it is desirable that the Directors should have frequent opportunities of becoming acquainted with the candidate, by personal interviews: if after such interviews, and after instituting every enquiry and receiving a report of the medical adviser appointed by them, they are satisfied as to his fitness for the missionary work, they shall recommend him to the General Assembly.

5. Though it is necessary that a candidate should have completed the ordinary course of instruction in one of our Colleges before offering himself to the Mission, the Directors may, when satisfied of the fitness of the candidate for missionary work, especially if some months should intervene before the meeting of the General Assembly, furnish him with means of further prosecuting his studies, in branches in which he may be defective, or in special training for his future work.

6. During that time the candidate shall regularly correspond with the Directors, and he shall produce certificates from the Professors of his regular attendance at the classes which he has joined, and of his diligent attention to his studies, giving the Committee every satisfaction that his time has been profitably employed.

7. The candidate shall before contracting marriage, furnish for the satisfaction of the Directors evidence of the lady's suitability to be a Missionary's wife, as well as a favourable medical certificate.

8. Every Missionary before being sent out, shall, according to the Standing Rule X. of the Mission, sign the following declaration :—

I, _____ on my being ordained [or on my setting out] as a Missionary of the WELSH CALVINISTIC METHODISTS' FOREIGN MISSIONARY SOCIETY to do hereby declare my approval of the Articles of Doctrine professed by the Connexion of which I am a member, as set forth in the "Confession of Faith," as well as of the form of church government and Rules of Discipline therein contained; and I engage that I will not preach, or teach, whilst in the service of the said Society, any doctrine contrary to the Articles referred to, and that I will conscientiously adhere to the form of church government and Rules before mentioned, so far as may be practicable in my field of labour.

And I further engage and promise to the following effect, viz. :—That in case I voluntarily resign my office as Missionary, or dissolve my connection with the Society in whose employ I am about to be sent out, within seven years, I will refund the expenses which have been and may be incurred by the Society on my account, and deliver to the accredited representative or representatives of the Society in _____ any property belonging to the Society, of which I may be possessed at the time of such resignation.

*Signed and declared at the time of my }
ordination [or departure] in }
on the _____ of _____ 189 }*

Witnesses,

Part Second.

SECTION FIRST.

MISSIONARIES.

1. These Regulations have been framed for the guidance of those who have been sent out to preach the Gospel to the heathen, and for such others as are appointed by the Directors to the same official standing. They are the representatives of the Mission, and are responsible for the expenditure of the funds appropriated to their respective stations.

2. The Missionary staff consists of all Missionaries and Assistant Missionaries who hold their appointments direct from the Directors.

NOTE.—Male and female assistants appointed by District Committees do not come under this rule, but are agents of the District Committee which appoint them; and all native agents, whether ordained as Pastors or Missionaries, or employed in other departments of evangelistic work, are held to be in the service of local Missions and of the native Churches.

SECTION SECOND.

DISTRICT COMMITTEES.

1. The general policy of the Mission and the amount of money to be expended in the various departments of the work shall be under the direction of the General

Directors (*i.e.*, the Executive Committee and the County Directors), subject to the supervision of the General Assembly.

2. With a view to secure the greatest efficiency in the conduct of the work, and a judicious division of labour, the Agents of the Mission shall be associated together in Committees, and as such maintain direct correspondence with the Board at home.

NOTE.—The Missionaries in India, stationed in Khasia and Jaintia, Sylhet, Cachar, &c., shall form one or more Committees, as may be hereafter decided.

3. The District Committee shall consist of all the Missionaries, male and female, appointed to the district of which it has charge, and of such other agents or officers of their Missions as may be appointed by the Directors. (Membership subject to sub-section 7.)

4. Each Committee shall take cognizance of the whole range of the work carried on by its individual members. Each member shall be responsible to the whole Committee, and shall submit to the vote of the majority.

5. The management of the Theological Institution, Normal Schools, Hospitals and Dispensaries, shall be under the care of the Committee in the same sense in which all the departments of the Mission work are under their care. (Liberty shall always be given to the Medical Missionary in all matters relating to medical and surgical work.)

6. Each Committee shall annually elect a Treasurer, Secretary, Auditor, and Chairman. It is recommended that the Chairman, except in special circumstances, should not be appointed for more than one year. The appointment of Treasurer must be sanctioned by the Directors.

7. No new Missionary shall be entitled to full membership, or to vote at meetings of the Committee, or to take the chair, until such Missionary has been two years in the district of which the Committee has charge, and has creditably passed the second examination in the native language. (See S. x.) Special cases of admission or exclusion may be submitted to the consideration of the Directors.

8. Though the meetings of the District Committee are intended principally for transacting business matters, the members should avail themselves of such opportunities to join together in devotion and in consultation as to their personal difficulties and anxieties in relation to the work, and as to their spiritual growth. Missionaries and their families, who may be stationed within convenient distance, are urged to hold periodical meetings for this purpose. They should also acquaint themselves with the views and systems of the Missionaries of other Societies, by whose experience they may often greatly benefit; and should study in every possible way to guard themselves against isolation in spirit, in labour, and in plans.

9. The Committee shall arrange for the formation of a sub-committee, consisting of the Female Missionaries, the wives of the Missionaries, and others whom they may select, for taking oversight of female education and other departments of work amongst females.

10. MISSIONARY COUNCIL: It is probable that it may be found convenient soon to form more than one District Committee in India; when that is the case, the members of the different District Committees shall form a Missionary Council, and shall meet once a year to confer as to matters

belonging to the whole field, such as the management of the Theological Institution, the ordination of native pastors, the formation of new Districts, &c., or any proposals which it may be thought necessary to submit to the Directors as to the work generally.

SECTION THIRD.

CONDUCT OF BUSINESS.

1. Each District Committee shall hold a Half-yearly Meeting, at some suitable station within its area; and other meetings, when required by special business, shall be held at such times and places as may be deemed most convenient.

2. All general arrangements requiring careful review—such as changes in the location and labours of Missionaries, the ordination of native pastors, the examination and the appointment of evangelists and teachers, and the like—shall be reserved for the Half-yearly Meeting held in the Autumn.

NOTE.—Financial matters, or such as may lead to an expenditure of the Mission's funds, shall be decided in district Committees only, by those who are directly responsible to the Directors.

3. When important questions press for settlement *which cannot be reserved for the Half-yearly Meeting, and when a Special Meeting is not convenient*, the papers relating to those questions shall be circulated by the Secretary among the members of the District Committee, who may communicate to him and to each other their opinions respecting them in writing. The Secretary shall communicate the result to the Directors; and in special cases shall forward the opinions also.

4. Due notice shall be given of all important questions to be considered at a District Committee Meeting; and only matters of routine shall be decided at any meeting without such notice, unless two-thirds of those present wish it otherwise, when the record shall specify that circumstance.

5. A Special Meeting of District Committee shall be convened by the Secretary, on the requisition of two or more members.

6. In cases of difference of opinion respecting expenditure, or any subject of importance, the names of the majority and minority shall be recorded in the minutes.

7. The Secretary shall circulate in the District Committee all letters from the Directors, and from other persons, addressed to him in his official capacity. And all official communications addressed by him to the Directors shall be countersigned by the Chairman of the Committee, if possible, or by some member deputed to act in his stead.

8. All the proceedings of each District Committee shall be recorded in books provided by the Mission; such books shall be reserved exclusively for that purpose; and shall remain the property of the Mission.

9. A copy of the minutes of each meeting, and of other records of proceedings, signed by the Chairman and Secretary, shall be transmitted to the Directors without delay.

10. All the proceedings of the District Committees shall be subject to the revision and approval of the Directors.

SECTION FOURTH.

ON DISTRICTS AND GENERAL WORK.

1. The District Committee shall keep the Directors informed of the needs of the work, the places where a new Missionary should be stationed, &c., giving detailed information as to the buildings which will be required, &c., so that these matters may be decided by the Directors before his departure.

2. Every Missionary shall be appointed by the Directors to a distinct field of labour or department of work. He shall carry on his labours in accord with those of his brethren, so as to secure cordial co-operation in all plans of usefulness.

3. The first year of a Missionary's residence shall be devoted to the acquisition of the language, and when that is possible he shall be stationed in a district where he shall have constant opportunities of using the vernacular.

4. A Missionary shall not change his station or his department of work without permission from the Directors; any application for such a change must come through the District Committee.

5. The place of residence of each Missionary shall be decided by the Directors,—due regard being had, on the one hand, to easy access to his work, and, on the other, to the personal feelings and convenience of the Missionary himself.

6. No Missionary shall leave his station for a longer period than one week, without consulting his colleagues and obtaining their approval; and every Missionary, whether he has been able previously to consult his colleagues or not, shall forthwith report to the Secretary

of the District Committee and the General Secretary the period of his absence from his station and the date of his return. No travelling expenses shall in any case be allowed, except for journeys undertaken for strictly missionary purposes.

7. Every Missionary^e is desired to bring the wants of his station, and any proposals he may have for furthering the work, to the notice first of his District Committee and then of the Directors.

N.B.—No Missionary shall circulate among the constituents of the Mission at home any special appeal respecting his work without the sanction of the Directors.

8. No Missionary shall undertake any work which may involve, or lead to, an expenditure of Mission funds, without first obtaining the sanction of the District Committee and the Directors.

9. No Missionary shall engage in any labours not strictly missionary, or undertake literary work without the consent of the Directors. Any attempt on the part of a Missionary to obtain Government employment, or to engage in trade, shall, without delay, be reported by the District Committee to the Directors.

10. Nothing shall be printed at any of the presses of the Mission which has not the approval of the District Committee. And the Committee shall take precautions against the printing and publishing of any works calculated to interfere with the Mission's usefulness.

11. No work shall be printed at the expense or risk of the Mission, which has not been previously sanctioned by the Directors on the recommendation of the District Committee.

12. Any official correspondence with the Government

shall be carried on by the Secretary, or some other member specially appointed by the District Committee for the purpose.

13. As these General Regulations indicate the principles and spirit in which the Directors desire that the business of the Mission shall be carried on, they trust that where any Missionary is locally separated from his brethren he will always carry out these principles and act in this spirit in the details of his work.

SECTION FIFTH.

DISTRICT FINANCE.

1. The Treasurer appointed by the District Committee and approved by the Directors shall have power to draw Monthly Bills on the General Treasurer, in Liverpool, for the proportion of the amount sanctioned by the Directors for the whole year.

2. No Missionary who is not a District Treasurer, shall draw bills on the General Treasurer in Liverpool beyond the amount of his salary.

3. No bills shall be drawn at sight; they shall ordinarily be drawn at ten days after sight; even at most favourable rates, they shall never, under any circumstances, be drawn at less than seven days.

4. Advices of all bills so drawn shall be sent through the General Secretary to the General Treasurer, so as to reach home at least a fortnight before the Draft can be presented; and anything exceptional which may arise shall be distinctly stated and explained.

5. The Local Treasurer shall not advance any sums to

a Missionary towards any object which has not received the sanction of the District Committee and the Directors. If any circumstances should occur of such an exceptional nature and of such urgency as may appear to him to justify him in departing from this rule, he must at once consult the Chairman and Secretary of the District Committee, and they, pending the meeting of the District Committee, shall report the matter to the Directors.

6. Each Missionary in charge of a station, or of any department of work, shall render quarterly and yearly statements, on the forms prepared for the purpose, of sums received from the Local Treasurer and other sources. With the statement for the last quarter, he shall send a balance sheet containing a summary of income and expenditure during the year. These statements shall be first sent to the Local Treasurer, who will submit them, together with his own quarterly and yearly accounts, to the Auditor for examination. After being audited they shall be transmitted at once to the Directors. Duplicates of these accounts shall be presented to the District Committee, and if found correct, signed by the Chairman and Secretary, and sent home with the minutes. Vouchers should, when that is possible, accompany all accounts. (*See Appendix A, p. 65.*)

7. All accounts shall be kept with punctuality and accuracy in official books, which shall be the property of the Mission. These books shall be annually audited and signed by the Auditor appointed by the District Committee.

8. An annual balance sheet of all the stations in the District, together with a summary of the year's income and expenditure, according to the classification adopted by the Directors, and containing a comparison with the war-

rants and advices of the year, after being duly audited, shall be transmitted to the Directors as early as possible in the month of January.

9. Any balances in the hands of Missionaries shall be returned to the District Treasurer at the close of every quarter, and any balances due to them shall be paid by him.

10. All portions of grants for general purposes, not required for the service of the year, shall lapse with the year for which they were granted.

SECTION SIXTH.

ESTIMATES AND WARRANTS.

1. Each District Committee shall annually frame an Estimate of the probable income and expenditure of its several stations for the ensuing year, according to the classification adopted by the Directors.

2. In framing such an estimate, each Missionary shall be required to lay before the Committee the details of the calculated income and expenditure connected with the portion of the work under his charge, specifying the anticipated receipts,—from Government grants in aid of education and of medical work, from rents, European subscriptions, native contributions, sale of books and medicines, and from other sources; and the expenditure which it will be necessary to incur on account of salaries of Evangelists and Teachers, travelling expenses, repairs, &c., &c.

3. The District Committee shall carefully examine each

item in every Missionary's estimate, and when satisfied as to its correctness shall form thereon the general estimate.

4. This general estimate, together with copies of each individual estimate, shall be signed by the Chairman, and transmitted by the District Secretary to the Directors, so as to be in their hands by the end of October.

5. On the basis of such estimate, and of the information which accompanies it, the Directors will provide for the stations concerned, as they may deem best, and will forward to the Committee a Warrant authorizing the outlay, the warrant reaching the Committee (where practicable) before the end of the year.

NOTE.—Advices of specific contributions to be forwarded quarterly; and other advices and warrants as circumstances may require.

6. The District Treasurer shall be authorized to draw monthly on the General Treasurer bills equal to one-twelfth the amount named in the *Warrant* of the Directors.

7. Every Missionary shall be authorized to draw monthly bills on the District Treasurer, equal to one-twelfth of the portion assigned to him by the Directors on account of the work under his charge.

8. No Missionary shall be permitted to draw from the District Treasurer, nor shall he be permitted to pay, any sums of money on account of the Mission in excess of the amounts sanctioned to him and to his labours in the warrants and advices above mentioned.

NOTE.—If for any reason the expenditure for the quarter is in any item in excess of or below the estimate, an explanation of the difference ought to be given.

9. All payments, whether of a general or special kind,

sanctioned by the warrants of the Directors, shall be strictly applied to the purpose to which they are assigned. Amounts granted for schools or any other purpose for one district cannot be paid over to another. The objects to which specific contributions from friends at home are applied should be stated in the quarterly accounts.

10. All moneys received from rents, from subscriptions or collections, from the sale of books or medicine, or any other property belonging to the Mission, shall be paid over or accounted for to the District Treasurer quarterly.

11. Every Missionary shall keep the accounts of the mission funds which pass through his hands in books reserved for that purpose. These books shall be purchased at the Mission's expense, shall be its property, and be labelled with its name. They shall also remain at the station for the guidance of the Missionaries who successively have it in charge.

NOTE.—No public accounts are to be kept in private books; those which have been so kept should be removed into public books or copied into them.

12. The financial year of the Mission runs from the 1st of January to the 31st of December. The quarterly accounts with balance sheets or duplicates and all vouchers from each station must be examined by the District Committee, as soon as possible, and having been signed by the Chairman and Secretary forwarded to the Directors. Those for the last quarter and for the year should be forwarded so as to be in the hands of the Directors by the 31st January.

SECTION SEVENTH.

REPORTS.

1. All Registers of Baptisms and of Church Membership ; Registers of Marriages, Births, or Deaths, when not belonging to a local government, shall be the property of the native church or of the Mission, as the District Committee may decide. They should be of the best paper, should be strongly bound and properly labelled, and should be carefully preserved.

2. Every Missionary, fourteen days before the Spring half-yearly meeting, shall send a report of the work under his charge to the Secretary of the District Committee : and the Chairman and Secretary of the District Committee shall, from these reports, and from oral information supplied to the Presbytery, draw up a General Report of all the Stations in the district, giving full information respecting them, and shall submit the same to the Committee for their approval, previous to sending it to the Directors.

3. The Missionaries shall furnish statistical information as to the churches and schools under their charge, on the schedules provided by the Directors. These should be returned so as to be in the hands of the General Secretary early in February.

4. Every Missionary is recommended to keep a record of his work from day to day, the persons visited, the meetings held, the journeys undertaken. Some of these may furnish him with materials for his letters which may be interesting to the friends of the Mission.

5. Each Missionary shall send a letter once a month to the General Secretary, giving an account of the work under his charge. Some portions of these it may be deemed advisable to publish in our Connexional Magazines. At the end of every year a report is required from each Missionary, giving a brief account of the state of the work during the year, recording any striking incidents that may have occurred, &c. This report should be in the hands of the General Secretary early in February, so that he may make use of it in the preparation of the Annual Report.

NOTE.—Missionaries shall not publish anything regarding the operations of the Mission except in letters sent to the Directors through the General Secretary.

6. In addition to their Annual Reports and the monthly letters the Missionaries are requested to communicate with the Directors by letters, in which they may enter into details of their personal and family experience, the progress of their labours, and the difficulties with which they meet, since all things which affect the happiness and usefulness of their brethren are to the Directors matters of interest.

7. The District Committee shall annually appoint two of the Missionaries to make an inspection of all libraries, books, documents, surgical instruments, stocks and stores, and report to the District Committee and to the Directors.

8. The District Committee shall make arrangements for the safe custody of all books and documents.

SECTION EIGHTH.

LAND, BUILDINGS, AND REPAIRS.

1. No land shall be purchased, or any building be erected at the expense of the Mission, nor shall its funds be lent, without the previous sanction of the Directors.

2. In every undertaking involving the expenditure of the funds of the Mission (such as the building of a house), the District Committee shall appoint a Secretary and Treasurer to consult together as to the best way to carry out economically and efficiently the decision of the Committee.

3. All property given or bequeathed to the Missionaries for the Mission, or purchased by its funds, shall be legally transferred to the Mission, or be held in trust on its behalf. The deeds shall in all cases be forwarded at once to the Directors, with translations of them if they are in a foreign language, to be deposited in the Mission Chest.

4. Wherever the arrangements of a local government allow, all title deeds shall be duly registered.

5. A register shall be kept at Shillong of the deeds of all property in India pertaining to the Mission, the original deeds being sent home for custody in the Mission Chest. A copy of the register shall also be kept at home in a book provided for the purpose.

NOTE.—The deeds of property in Brittany shall be kept in the Mission Chest, a record of the same being kept in the register.

6. A report on the condition of the property of the Mission shall be made by each District Committee every

three years, such report to be forwarded to the Directors before the end of October.

7. The property of the Mission in foreign countries shall be restricted, as far as practicable, to dwelling-houses for their missionaries ; to the buildings necessary for their evangelistic work among the heathen ; and to the land required for both.

8. When a dwelling-house for a Missionary has to be built, the District Committee shall transmit to the Directors for their approval the plans and estimates for its erection. If the house is to be purchased, they shall send the plans, and state the amount which they deem equitable for such purchase, and for all necessary alterations.

9. The Mission houses and other buildings belonging to the Mission shall be kept in repair, with a due regard to economy, at the Mission's expense ; but no enlargement or alteration of these houses shall be made at the expense of the Mission, without the permission of the Directors, on the recommendation of the District Committee.

10. The repairs of all buildings shall be carried out, under the superintendence of the District Committee, subject to the approval of the Directors, an estimate being obtained as far as possible.

SECTION NINTH.

SALARIES AND ALLOWANCES.

1. It is understood that our Missionaries accept the principle that the remuneration given to them for their missionary labour is not determined by the value of their

service; but the Directors feel bound to make such provision for their support as, under the varied circumstances of their missionary life, may secure to them as much comfort as possible.

2. The salary of every Missionary shall commence from the day on which he ~~embarks~~ ~~completes his voyage, and lands in~~ *for* the country to which he is appointed. It shall terminate with the day of re-embarkation at the nearest convenient port and at the first opportunity for return to the United Kingdom, but the allowances for children shall not cease during such a voyage. The allowances shall be paid for them at the same rate whether the children be at home or abroad.

~~NOTE. The salary of an Indian Missionary commences with his arrival at Calcutta.~~

3. The personal payments and allowances of the Missionaries of the Mission in India, shall, except as provided in S. X., 6, be made on the following scale:—

Salary of an Unmarried Missionary, ~~£175 for the first~~
~~five years, afterwards £175.~~

Salary of a Married Missionary, £260 per annum.

* Allowance for children under 16 years of age, £10 per annum.

" " from 10 to 10 " £ 25.20 "

15 to 18 150
16 to 18 36

4. In addition to the personal allowance for himself and family, every Missionary shall have the use of a furnished mission dwelling-house, or a suitable allowance for rent,—the amount to be determined by the Directors on the report of the District Committee.

5. Mission-houses belonging to the Mission at the same station shall be chosen by seniority, excepting in the case of a house attached to a particular institution; but no Missionary already occupying a house shall be displaced

A school allowance of £10 for each child while in school in this country from eight to eighteen.

from it while still labouring at that station. When not required for the Mission, the house should be let for short periods, and the rents paid to the Mission's Account. Seniority among the brethren shall be determined by their length of service in connection with the Mission.

6. As medical expenses fall within the ordinary outlay of a family, a Missionary shall not receive any distinct allowance under that head, except by special sanction of the Directors.

7. A Missionary who has completed ten years of service, returning to his station after furlough, shall receive a sum—£35 if married, £20 if unmarried—to cover allowances for furniture, outfit, and conveyance of luggage.

8. No allowance will be made for a horse or boat or other conveyance, except by special permission of the Directors, on the recommendation of the District Committee.

9. Income Tax charged on Missionaries' salaries will be paid by the Mission.

10. Every Missionary hereafter appointed shall be required before going out, to effect ^{an endowment policy to terminate at 65.} Insurance on his life in an Office approved by the Directors, to the extent (including previous Insurance, if any) of £250. The premiums of Insurance shall be paid by the Mission whilst the Missionary is in its service, provided the sum insured does not exceed £500,—half the amount of the premium being deducted from the Missionary's salary. ~~Missionaries already in the employ of the Mission may avail themselves of this advantage.~~

11. Every Missionary, male or female, shall on appointment sign an engagement in the presence of two

witnesses, undertaking to repay to the Mission the sum expended by the Directors on training, outfit, furniture allowance, and passage money, in the event of retiring from the work of the Mission within seven years, the only exception being when such retirement is due to failure of health, and a satisfactory medical certificate has been received by the Directors. A seventh part of the amount due shall be remitted for each year of service completed.

12. The salaries and allowances shall, when practicable, be paid monthly. No salary or allowance shall be drawn in advance for a longer period than one month, except by the permission of the Directors.

SECTION TENTH.

EXAMINATION IN LANGUAGES.

1. All Missionaries, whether engaged in educational, medical, or other work, are required to learn the vernacular of the district to which they are appointed, so as to be able to converse fluently and deliver sermons or addresses in the vernacular.

2. There shall be two examinations in language to be passed by all Missionaries, called respectively the First and the Second Examination.

(1.) The First Examination shall test ability to read, write, and converse in the vernacular. Every Missionary shall present himself for this examination within a year after his arrival in the country. If he should fail at his first examination, he shall present himself again within six months thereafter.

(2.) The Second Examination shall include a higher standard of the subjects required in the First Examination, and shall, in addition, test ability to preach and deliver addresses in the vernacular. It is important that the tests should include acquaintance with the Scriptures in the vernacular. Every Missionary shall present himself for the Second Examination within twelve months after passing the First Examination.

(3.) If at the end of two years after his arrival in the country, a Missionary shall not have passed the First Examination, or if at the end of three years after his arrival in the country, a Missionary shall not have passed the Second Examination, the District Committee shall make a special report on his case to the Directors.

3. The District Committee shall make arrangements for these Examinations, appointing suitable examiners, one of whom must, when possible, be taken from outside the Mission. The report of these examiners, duly signed by them, shall be sent to the Directors showing in a definite form the candidates' work in each department of study.

4. Missionaries transferred from one District of the Mission field to another may be required to pass similar examinations in a new vernacular, as may be determined by the Directors.

5. A certificate duly signed by the Examiners, certifying that the Second Examination has been passed, must be sent to the Directors.

6. Every Missionary, until he has passed the Second Examination, shall be considered as a probationer, and

shall receive a salary one-tenth less than that prescribed in S. IX., 3. Half the amount thus deducted shall be repaid to the Missionary after the Second Examination, if in each of the Examinations not less than two-thirds of the possible number of marks have been gained.

7. Failure to pass these Examinations within the term specified (see Sub-section 2) may be regarded by the Directors as a reason for dispensing with the services of a Missionary.

8. The District Committee is requested to see that a new Missionary during the first year of his residence in the Mission field devotes himself, as far as the circumstances of the station will allow, to the acquisition of the language. No Missionary should be allowed to engage in English work during the first year of his residence without the express sanction of the Directors.

9. The Directors are prepared to grant an allowance for Pundits and Teachers at a rate to be determined by the District Committee and sanctioned by the Directors, for two years after a Missionary's arrival in the country, or removal to a district where a new language is required. This is not to be regarded as a personal allowance, and the District Committee must certify that the sum has been duly expended.

SECTION ELEVENTH.

MARRIAGE OF MISSIONARIES.

1. While gratefully recognising the value of the services which the Missionary's wife may render, both by direct work and by the exhibition of the purity of a

Christian home, the Directors cannot forget that there are spheres of duty in a Mission field which demand the acceptance on the part of a Missionary of a single life. It is now the general opinion of Missionary Boards that it is not desirable that young Missionaries should marry until after they have had some experience of the work and of the climate. An experience of the Mission field will also teach him much regarding the qualifications necessary in one who can help him with his work. A Missionary going out unmarried will be sent on the following conditions :—

- (1.) He shall not marry until he has completed three years' residence in the Mission field.
- (2.) Until he has obtained the certificate (S. X. 5) certifying his having passed the Second examination.
- (3.) He shall obtain a medical certificate of such a character as to prove to the satisfaction of the Directors that his health is likely to permit of lengthened service in the Mission field.
- (4.) He shall furnish satisfactory evidence of the lady's suitability for the position of a Missionary's wife, and a medical certificate of her fitness for residence in the district in which he labours. The intended wife of a Missionary shall, if in this country, also be conferred with by a deputation appointed by the Directors.

2. The Directors reserve to themselves the right to exercise their discretion in the application of the rules with reference to the marriage of Missionaries under special circumstances, among which can be mentioned such cases as the following :—

- (1.) When a station is one to which a wife cannot go.
- (2.) A station which in the judgment of the Directors demands the services of a married man.
- (3.) Missionaries going out for the first time having completed their twenty-eighth year.
- (4.) Where a marriage will not involve the Mission in any increase of pecuniary liability.

3. Previous to a candidate, who intends being married before going to the Mission field, being accepted, or who may afterwards intend contracting marriage, satisfactory evidence must be furnished to the Directors of the lady's qualifications to become a Missionary's wife, as well as a favourable medical certificate.

4. A Missionary contracting marriage shall not be allowed to draw the salary of a married Missionary until the Directors have given their sanction to his marriage.

SECTION TWELFTH.

CHARACTER OF MISSIONARIES.

1. All questions affecting the diligence and efficiency, the personal character and doctrinal views of a Missionary, are cognisable by the District Committee of which he is a member. And inasmuch as fidelity of Christian character is the root of a Missionary's usefulness, the Directors trust that the members of these committees will exercise a true moral courage in dealing with any irregularities with which any of their brethren may be chargeable.

2. When the private remonstrance of any brother has proved ineffectual, that brother shall communicate with the District Committee, who shall make a full inquiry and

report the result, with the evidence, to the Directors. They may, in so doing, appoint a sub-committee, and may include among its members brethren from another district or from another Mission.

3. Every practicable and proper facility shall be afforded to such a Missionary for vindicating himself before the District Committee and the Directors.

4. The District Committee shall have power, with the consent of two-thirds of their number, to suspend the Missionary whose conduct is being inquired into from all co-operation in the work of the Mission until the decision of the Directors is known. Notwithstanding such suspension, his personal allowances shall be continued till the inquiry is closed.

SECTION THIRTEENTH.

TERM OF ENGAGEMENT.

1. The engagement between the Mission and its Missionaries contemplates a service for life, but may at any time be terminated either—

(a) By resignation, duly tendered to the Directors, six months' notice being given and by them accepted; or (b) under discipline arising from conduct referred to in Section Twelfth; or (c) by a resolution of the Directors dispensing with the services of the Missionary for special reasons satisfactory to the Directors, subject to the confirmation of the General Assembly, and the decision of the Assembly shall be final and binding upon all parties. In the last case a year's notice, to date from the resolution of the

Directors, or a year's salary, will be given, along with return passage, if the Missionary so recalled should be abroad.

2. It shall always be within the power of the Directors to enter into special arrangements with any ordained Missionary for a definite term of service of such length and on such conditions as may be agreed on.

SECTION FOURTEENTH.

FURLOUGH, SICK LEAVE, AND DEATH.

1. Every Missionary who has given to the Mission a continuous service of ^{seven} ~~ten~~ years within his appointed district, ^{on the hills, and six years the first term, and four subsequent terms} shall be entitled to return to England on furlough for a period of ^{twelve} ~~eleven~~ months' ^{absence from the station,} (from date of arrival in ~~England to the date of departure~~) ^{and two months' holiday in India every alternate year, and three weeks other years.}

2. The furlough may be taken as soon after the period first named as he can leave the station without injury to the Mission. The Missionary will be expected before leaving his station to inform his fellow Missionaries and the Directors whether he intends returning; and in any case he will be required to declare his intention in his first interview with the Directors.

3. After a second period of service for seven years, a Missionary shall be entitled to a furlough of twelve months from his station (which will include the journey to and fro).

4. No Missionary shall continue to labour in a foreign country for a longer period than fifteen years, without revisiting his native land, and holding personal intercourse with the Directors of the Mission.

5. When it is certified by competent medical authority, that, by reason of severe sickness, or through long residence in the tropics, a Missionary or his wife requires to undertake a voyage to England, the matter shall be inquired into by the District Committee, and, with their opinion, be referred to the Directors. The certificate shall (where practicable) be signed by two medical men.

6. No Missionary or his family, whether on furlough or sick certificate, shall undertake a voyage to England without the concurrence of the District Committee and the sanction of the Directors.

7. In extreme cases involving risk of life, in which under the written declaration of two competent medical men, the delay needed for a reference to England is undesirable, the District Committee may make provision for the voyage to England. They shall also, forthwith, transmit to the Directors the medical certificates and other particulars of the case.

8. The date of every Missionary's departure shall be arranged with the District Committee. When leaving his district to return to England, every Missionary shall give over the charge of his mission, with its official books, cash balances, and the like in due form, to the brother who is appointed to succeed him. And no Missionary shall so leave until all his official accounts are settled with the Treasurer of the Committee.

9. Any Missionary finding it to be necessary for personal convenience to take a furlough at any shorter interval, may apply for leave to do so on the recommendation of the District Committee, and subject to satisfactory arrangements being made for carrying on his work during his

absenee. The Direetors will not in such eases be responsible for any of the expenses ineurred, but will pay home salary and children's allowanees as is usual during furlough.

10. A Missionary shall draw for allowanees eonneeted with his work, only to the day on which he gives over the eharge of his station to a fellow labourer.

11. No salary is payable to anyone undertaking a voyage at the expense of the Mission during the period of that voyage, but the allowanees for ehildren continue.

12. The passage home and out of the wife of the Missionary taking furlough is paid by the Mission. A Missionary's wife is entitled to the same number of passages at the eost of the Committee as her husband, and no more. In the ease of a Missionary's wife not being entitled to furlough under this rule, and coming home, the Distriet Committee is empowered to advance the amount of her passage-money, which shall be repaid by her husband, as may be arranged in each ease.

13. In the event of the death of a Missionary, the immediate eare of his widow and family shall devolve upon the Distriet Committee, who shall undertake all arrangements for their return to England.

14. In the ease of a widow who desires to remain either to aid in the Mission work or otherwise, the Committee shall make a temporary provision for the support of herself and family, and shall refer the case, with their opinions upon it, to the Direetors.

15. In the ease of the ehildren of a Missionary losing both father and mother in the field of their labours, the

Committee shall arrange for their present maintenance, and report to the Directors.

16. When the children of a Missionary, above twelve years of age, are sent to England for education, under the charge of friends, and not with their parents, the sum of £40 shall be granted to cover all expenses, passage, &c., this amount being a general grant toward the entire outlay incurred.

17. The Directors will not consider themselves responsible for any expenses that may be incurred should the parents wish the children to return to India.

18. A Missionary on furlough, if married, will receive salary at the same rate as in India, and the same allowance for children, but no provision will be made for house rent; an unmarried male Missionary or widower without children will receive salary at the rate of £130 a year.

SECTION FIFTEENTH.

PASSAGE AND OUTFIT.

1. The Directors shall make all necessary arrangements for the outward passage of missionaries.

2. On his first appointment every Missionary shall receive a sum towards Furniture and Outfit, namely : £45 if married, and £30 if unmarried.

3. If a Missionary early resign his connection with the Mission, these sums shall be repaid, with a deduction of £12 or £8 respectively for every year of service in his appointed station. A service of five years renders the allowance a free gift.

4. An allowance of £15 if married, and £10 if unmarried, for conveyance of luggage will be made to a Missionary going to India, this allowance to cover all charges for conveying luggage both in this country and in India, as well as any charge for excess of luggage on board the steamer, and for boxes required for luggage. Missionaries are recommended to insure their effects against sea risks, the premium being included in the allowance made for luggage.

5. An allowance of £15 if married, or £10 if unmarried, shall be made on the return of a Missionary from India to cover the expenses of embarkation and of landing and expenses at port of debarkation and to their home station. (It is understood that this amount is to cover expenses not included in the passage or railway fare.)

6. The Directors do not make any separate provision for the expenses of servants. When the care of a nurse is absolutely necessary for very young children on a long voyage, the Directors will aid the payment of her expenses to India and back, by a grant not exceeding £10, payable in Calcutta ; or in the case of a Missionary returning to this country, by a similar grant payable on arrival.

7. When Hotel expenses are incurred during detention at port of arrival or departure, an allowance of 5s. per diem will be made for each Missionary or Missionary's wife or child above fourteen, and 2s. per diem for each child under that age.

SECTION SIXTEENTH.

MISSIONARIES IN ENGLAND.

1. Every Missionary, on departing to his station, shall be presented to the Directors, to receive their counsels and good wishes, and to be commended to God in their prayers.

2. On returning from abroad, he shall without delay present himself to the Directors, when he will be expected to declare whether it is his intention to return to the Mission Field.

3. The story of a Missionary's experience in his foreign work being very acceptable to the constituents of the Mission, and intercourse with them being a benefit to the Missionary himself, Missionaries on furlough, and every Missionary on sick-leave, as far as his health will allow, will be expected to visit the congregations of the Denomination.

4. These visits shall be arranged by the Directors ; the travelling expenses shall in those cases only be defrayed by the Mission.

5. No Missionary on furlough shall advocate in public the claims of any special scheme of usefulness without the sanction of the Directors.

6. Under ordinary circumstances, the return of a Missionary to his station shall be determined by the length of his service, as specified in S. XIV. No Missionary shall so return unless the Directors are satisfied that he is in a fit state of health to resume his labours.

7. When a Missionary returns home on sick-leave with the sanction of the Directors, the Directors shall fix the allowance which he is to receive during such respite from

his labours. When there is no probability of a Missionary being able to return to his field of labour, arrangements should be made for his retirement from active service under the Mission, within a period of two years after his arrival in England.

SECTION SEVENTEENTH.

RETIRED MISSIONARIES, WIDOWS, AND ORPHANS.

1. As with the Salaries of the Missionaries in full employ, so with the grants made to retired missionaries, widows, and orphans, the Directors do not profess to measure them by the worth of the service which has been rendered ; nor to give adequate pensions for that service. They are able only to grant a certain amount of aid, and in each case they will have regard to the circumstances in which an applicant is placed. All grants are made from year to year, and are considered in reference to the Special Fund available for paying them.

2. The amount of allowance to a retired Missionary shall depend upon the length of his service in the employ of the Mission, and on his ability to undertake active duty in this country. It shall, however, in no case exceed £100 a year.

3. To the widows of those who have rendered but a brief service to the Mission, and to widows who have themselves been in the service of the Mission but a short time, the assistance rendered shall be but temporary ; and shall have relation to the number of years for which the service has been given.

4. Orphan children dependent upon the Board shall continue to receive the allowance assigned to Missionaries' children, with such additions as the Directors may see necessary, until they are eighteen years of age, or obtain suitable situations in business.

SECTION EIGHTEENTH.

THE MEDICAL MISSION.

1. As misapprehensions as to the aim of Medical Missions are too prevalent, it is right to state that we consider that it is not merely a philanthropic agency, nor a provision for extending the benefits of European medicine and surgery to the natives of our Mission field, but a systematic combination of the healing art with the preaching of the Gospel, and this in such a way as to make the ministry of healing subservient to the winning of souls for Christ. The Medical Missionary should therefore never forget that he is first of all a Missionary, and that any medical skill he may possess is to enable him more efficiently to perform his work as a minister of the Gospel.

NOTE.—The following Resolutions with reference to the Medical Mission, were passed by the General Assembly held in Machynlleth, in 1892:—

(a) Ein bod yn dymuno rhoddi arbenigrwydd ar fod y gwaith meddygol yn ddarostyngedig a gwasanaethgar i'r amcan cenhadol; ac ar fod pob un a dderbynir i gymeryd rhan yn y gwaith yn rhoddi boddlonrwydd i'r Cyfarwyddwyr fod yn ei fryd yn benaf oll fyned allan fel cenadwr.

(b) Er sirchau fod y rhan ysbrydol o'r gwaith yn cael sylw priodol, ein bod yn ystyried fod yn bwysig fod y cenhadon a anfonir allan, hyd y byddo yn bosibl, wedi eu hordeinio i holl waith y weinidogaeth.

(c) Ein bod yn dymuno ar i'r cenhadon gyda'u gilydd gymeryd i ystyriaeth a ellir trefnu i roddi i rai o'r pregethwy'r

ieuainc fyddo yn debyg o fyned i lafurio mewn lleoedd pell oddiwrth y gorsafoedd cenhadol, ryw gymaint o hyfforddiant mewn meddyginiaeth.

2. In order that every Medical Missionary may have a constant and direct connection with missionary work, he must have charge of a District.

3. The Medical Missionary shall arrange with the Missionaries of the different Districts to make periodical visits not less often than once in every six months to the principal villages of the districts of which he has medical superintendence.

4. The Medical Missionaries shall not be at liberty to engage in private medical practice, whether among Europeans or natives, or to take regular work of any kind not connected with the Mission without the sanction of the Directors, on a recommendation from the District Committee. In the event of fees, or presents of money, being given to the Medical Missionary for any occasional medical help which he may be called upon to give, such fees or presents shall be paid into the funds of the Mission.

5. Missionaries in the District where a medical man is stationed shall do their utmost to obtain from residents contributions towards the expenses of the medical work.

6. The Missionary should encourage the natives to pay some small sum for the medicines dispensed to them, so that they may not be dependent on the Mission for their physical wants. All such payments shall go to the funds of the Mission. A small charge for drugs from all patients would perhaps be sufficient to cover the cost of the medicines sent.

7. Each Medical Missionary has the superintendence of the Medical Missionary work in the part of the country in which he is stationed, and the other Missionaries in

that part, who may require medicines are to obtain their supplies through him, and to consult him on all matters pertaining to medical work. Thus, according to the present arrangements, the Cherra Medical Missionary has charge of Khasia ; the Jowai Medical Missionary of Jaintia, and the Karinganj Medical Missionary of Sylhet and Cachar.

8. All instruments and drugs purchased at the expense of the Mission are the property of the Mission.

SECTION NINETEENTH.

THE THEOLOGICAL INSTITUTION.

1. It is of the utmost importance that the Institution for the training of native evangelists and preachers should be made as efficient as possible, as the evangelisation of the natives of the Mission fields upon which we have entered, and the permanence of the work must greatly depend on the ability and character of the native ministers.

2. In order that the Institution and its prosperity may be constantly a matter of interest to the workers on the field, the District Committee shall appoint a sub-committee consisting of three of its members together with the Principal, to consider all questions relating to the Institution, such as proposals as regards building, additional accommodation for the students, scholarships, or other means for their support, admission of students, course of study, text-books, examination arrangements, &c.

3. In the first election of the Theological Institution Sub-Committee one member shall be chosen for three years, and the others for two and one year respectively, one member retiring every year.

4. The proceedings of the Sub-Committee shall be

submitted to the District Committee and to the Directors for their sanction.

5. The course of study in the Institution shall last for three years, and comprise the following subjects:—

First year—Biblical Introduction, Biblical Theology and Exegesis.

Second year—Exegesis (including New Testament Greek), Systematic Theology, and Church History.

Third year—Exegesis, Apologetics, History of Doctrine, and Homiletics.

The Principal may arrange for short courses in Mental and Moral Philosophy. The text books for these and the other subjects to be selected by the Principal in consultation with the Sub-Committee.

SECTION TWENTIETH.

FEMALE CANDIDATES AND MISSIONARIES.

1. Candidates for appointment as Missionaries shall make their application to the Executive Committee through the Secretary.

2. They must not be less than 21 years of age.

NOTE.—The most desirable age is between 21 and 27, after character and constitution are formed, and before the power of acquiring languages and capacity for acclimatisation are lost.

3. They shall furnish, with their application, testimonials from their minister or church officers as to Christian character and fitness for the work. The chief qualifications are—earnest piety and some experience of Christian work; good health, good temper, sound common sense; knowledge of the Scriptures, and of the general subjects of an English education; fondness for teaching, a musical ear and voice, a lady-like demeanour, and a good address.

4. If the Committee entertain the application, the candidate shall be furnished with a printed series of questions (similar to those given to male candidates, Gen. Reg. pp. 7-9), to which she shall give answers in her own composition, giving also the names of a number of persons capable of testifying to her character and qualifications, and the same course will be followed as in the case of male candidates (Gen. Reg. pp. 7-11).

5. If the answers of a candidate and those of her referees are considered satisfactory, she shall be examined in writing and orally by a Sub-committee, to be known as the Examining Committee, consisting of members of the Executive Committee and of two or three ladies whom they may appoint.

6. The candidate must satisfy the Examining Committee in the following subjects: (1) General Knowledge of the Scriptures, and of the elementary truths of the Gospel, as set forth in the *Confession of Faith* and Charles's *Instructor*, or some other compendium; (2) English Grammar and Composition; (3) Arithmetic, as far as Simple Proportion, including Fractions; (4) Elementary Geography; (5) the outline of the History of England, and the History of India under British rule; (7) an Elementary Knowledge of Music, in the Tonic Sol-Fa or the Old Notation; (8) Needlework and Domestic Management.

7. On the report of the Examining Committee, the Executive Committee shall decide on a candidate's acceptance, but no candidate shall be finally accepted without a personal interview with the Executive Committee and the General Directors.

8. The Directors must be satisfied as to the physical fitness of a candidate for work in a foreign climate.

9. The first appointment is for ~~seven years~~ ^{seven years on the hills and six on the plains.}; and the service contemplated is for life, but the engagement may at any time be terminated by six months' notice on either side, subject to conditions stated in Rule 12. The six months count from the time the notice is *received*.

10. The salary of a Missionary shall be £¹²⁰~~20~~ for the first year, £100 in the second year, subject to her passing ~~first and second years, and £135 for the third and fourth years, the First examination (see Section X. sub-sections 2-9), and £110 in the third year, subject to passing the Second examination at the end of the second year. The salary for the fourth year shall be £120; then at the end of every following year, if the reports as to her work are satisfactory to the Directors, the salary will be advanced £5 annually until it reaches the maximum of £150. The salary to commence on the day of her arrival in India. When a Missionary is required to occupy a house alone, before her salary has reached £100 per annum, the Directors may, if they find it necessary, make an advance of £10 in the salary.~~ ^{for the fifth year and to end of first term of service £150. On return to India for a second term of service £175. The salary to commence on the day of sailing.}

11. The Committee will provide house accommodation furnished.

12. A sum of £30 shall be granted for outfit and towards furniture to each Missionary on her first appointment, and her travelling expenses to her station shall be paid by the Mission; but should she voluntarily quit the service of the Mission within five years of her appointment, for any reason but failure of health, the outfit and passage money must be refunded, one-fifth part being deducted for every year during which she shall have complied with the terms of her engagement.

13. After ~~seven~~ ^{six} years' service a Missionary will be entitled, subject to the interest of the Mission, to a furlough for a period of ~~eighteen months~~ ^{twelve months' absence from her station}; the time to be

~~arranged so as to include absence from India during two hot seasons. The time of furlough to be reckoned from the time of leaving the field until the date of arrival at it again. During furlough the salary shall be at the rate of £80 a year.~~ *same as on the field.*

14. The Missionary will be expected before leaving the station to inform the District Committee and the Directors whether she intends returning. On her return from abroad she shall without delay present herself to the Directors, and will then be required to declare whether it is her intention to return to the Mission field. If she does not within six months from the commencement of furlough decide to return her connection with the Mission ceases at once. Before she returns to the Mission field it will be necessary to have a certificate of health from the medical adviser of the Mission.

15. A Missionary returning after first furlough, when she has given seven years of service, receives a second grant of £15 for outfit, &c.

16. An allowance of £10 for conveyance of luggage will be made to a Missionary going to the Plains, this allowance to cover all charges for conveying luggage both in this country and in India, as well as any charge for excess of luggage on board the steamer, and for boxes required for luggage. Missionaries are recommended to insure their effects against sea risks, the premium being included in the allowance made for luggage.

17. When hotel expenses are incurred during detention at port of embarkation or debarkation an allowance shall be paid her of 5s. per day.

18. The female Missionaries shall work in consultation with the Missionary in charge of the station, and be subject to the supervision of the District Committee.

Part Third.

SUGGESTIONS AS TO MISSIONARY OPERATIONS.

1. Every Missionary, whether engaged in educational, medical, or general district work, must necessarily regard it as his first duty to PREACH THE GOSPEL to the people to whom he is sent. As an "ambassador for Christ" he will "beseech men in Christ's stead that they be reconciled unto God." He will "warn every man, and teach every man, in all wisdom, that he may present every man perfect in Christ." He will preach this Gospel in the fullest and broadest manner; not merely as a message of pardon, but as the rule of life, and of Christian fellowship; that "babes in Christ" may grow up unto the "full stature of men in Christ Jesus."

2. So to preach it, "in all wisdom," as a general rule a knowledge of some NATIVE LANGUAGE is absolutely necessary. Every Missionary, therefore, should strive to attain as complete a command of it as possible—of its grammar, structure, idiom, and intonation, as well as of its words. He should study the manners and thoughts of the people, that he may not, even in mistake, offend them. Their proverbs and legends he can turn to good account. Usually a free use of striking illustrations will add to his power of address; and the experience of his predecessors will furnish him with illustrations of truth, and with arguments against falsehood, which have been found in practice to be very effective in producing conviction. It has been recommended that every

Missionary should keep a portable NOTE BOOK, in which he may enter important practical hints, texts, quotations, new words, idioms, brief outlines of sermons, ready for use at any time ; and in which he may from time to time record the results of his own experience.

3. Past experience has clearly shown that Missionaries may become EFFICIENT PREACHERS in a foreign language. The Directors, therefore, would urge every Missionary to fix for himself a HIGH STANDARD of attainment as a preacher in the native language, and to strive to realise it in his public labour. He should guard himself against the many temptations to neglect his studies and to rest on his previous attainments. He will greatly err if he imagines that, from the low state and ignorance of those whom he is to address, it will not be necessary for him to make due preparation by reading and earnest study.

4. No NARROW INTERPRETATION should be placed upon the expression "preaching the gospel." There are many methods of fulfilling the "great commission." To secure an entrance for God's truth into the human heart, and to expound it fully to those who know but little of it, a variety of methods may justly be employed, according to the age and circumstances of those who are to be instructed. The Christian education of converts' children ; the systematic Christian training of young people, male and female, who are not Christian ; adult schools ; family visitation ; conversations with individuals ; the composition of Christian books ; the circulation of the translated Scriptures ; suggestions for sound legislation ; for the improvement of social manners ; and the advancement of Christian civilisation ; as well as public addresses, all fall within a Missionary's commission. Every such plan of usefulness

should always be adapted to the circumstances which it is designed to meet. And every Missionary should give himself as far as practicable, to those forms of usefulness for which his abilities especially fit him.

5. In preaching the gospel every Missionary has for his AIM to call out of heathen darkness and superstition a body of true Christian men, who individually and in their common fellowship, shall exhibit the example, maintain the ordinances, and fulfil the duties of Christ's servants; like the churches of past days, and the churches from which he, their messenger, has been sent. He has, under God's blessing, to produce and organise a new centre of light and power. Were it not for external influences that may be feared, from unchristian men, and from the undue weight attached by Christians to their own denominations, in many cases the Missionaries might then remove altogether, and go to "the regions beyond."

6. As it is evident that the millions of heathen in foreign lands cannot be converted by means of the few Missionaries that can be sent from Christian countries, the work of spreading a knowledge of the Gospel must be carried on principally through the instrumentality of the natives themselves. Each one who has been himself led to the Saviour will feel a desire to lead others to Him; and the converts should from the very first be encouraged and directed in this desire. They should be exhorted to engage in this work not as paid agents of the Mission, but as voluntary workers in every way in which they can be useful,—as visitors, catechists, Sunday School teachers, Bible readers, &c. The Missionaries should aim not only at individual conversion but to find out among the converts and the pupils in the schools any who may show some signs

of ability or of promise, to take a permanent part as teachers and evangelists.

7. There should be in every station Bible and Theological classes held by the Missionaries for the teachers and the most intelligent of the younger converts; some of these may be prepared by such classes for more formal training in the Theological Institution.

8. To the training of Evangelists and Pastors in the Theological Institution the Directors attach the highest importance, and they would urge upon the Missionaries the absolute necessity of giving the Institution every encouragement by preparing the way for pious and promising young men to enter it; and by using every means to secure its efficiency and to extend its usefulness. It is impossible to estimate too highly the services which may be rendered by native preachers to the work of evangelizing their countrymen. They can go without risk to health and with little expense, to many places where the Missionary cannot go; they already know the language of the people; they can enter fully into all their difficulties, temptations and prejudices, and if they are to become efficient ministers of the Gospel as much care should be bestowed on their training as upon the training of men for the ministry in our own country. The instruction should not be confined to the medium of the English language; much precious time may be spared and the training of the students greatly facilitated by lectures in the vernacular.

9. The value of medicine as an aid to missionary work has been abundantly proved in our own Mission. It has helped to destroy the faith of the people in the power of the demons, and has often been the means of inclining those who have received relief from bodily ailments to listen more

readily to the message of salvation. The missionaries have also in the dispensaries had opportunities of preaching the Gospel to many whom they could not have reached in any other way. But there are dangers connected with the administration of medicine against which even those who regard it as entirely subservient to evangelistic work ought to be constantly on their guard. Undue attention to the means of physical relief may render void the great purpose for which they have gone out. Care must be taken that the time devoted to the dispensing of medicine does not encroach unduly on what is purely and properly missionary work. There is also the danger of making the people dependent on the Mission for what they should pay for themselves, or obtain in some other way. They should, as far as possible, require those who are able to do so to pay some small sums for the medicine received. There is a difference of opinion as to the advisability of missionaries who are not duly qualified undertaking to administer medicine. Most of our Missionaries have had some little instruction before going out so that they and their families may not, in out of the way places, be utterly helpless in the face of illness, but may be able to make use of simple remedies. We find that the Missionary Societies generally do not regard with much favour the attempts of unqualified Missionaries to undertake medical work, and they do not, except in rare instances, give them a grant of medicine.

As the practice of other Missions may afford some guidance to our Missionaries, we append extracts from letters received from the Secretaries of several of the principal Missionary Societies :—

Dr. George Smith, Secretary of the Free Church Mission, writes :—
 “We allow a maximum of £35 a year to each fully qualified Missionary for drugs. We do not encourage Missionaries not fully qualified by

grants of drugs, but occasionally such may appeal for a medicine chest, and some private donor is always found to supply that. We encourage Medical Missionaries to take fees from grateful patients, and all such are credited to the Local Mission Account. We are so jealous of the medical unduly affecting the evangelistic work that we provide that each Medical Missionary shall 'tour' or 'itinerate' for five months in twelve, and we give them a small allowance for tents, &c. Similarly, we do not encourage a Hospital but only a Dispensary, as there are Government Hospitals."

Prof. Lindsay, D.D., &c. (Convener of the Free Church Mission, who was appointed by the General Assembly to visit the Mission fields of the Free Church, and report), writes:—"The Free Church Foreign Mission Committee do not supply drugs in any case to Missionaries who are not regularly qualified medical men. The only exception to this rule was in the case of the Rev. W. MacCulloch, in the Hoogli District, one of whose catechists had a medical training, and he got for two years a £10 grant for drugs. We always regard the Medical Missionary as one of our regular staff, with a District and with the work of an Ordained Missionary; and, with the exception of Nagpur, our Medical Missionaries are all encouraged in village district work. For these Missionaries we make an annual grant to each of £35 for drugs. We are fully alive to the absorption of Medical Missionaries in medical work. It is the natural and besetting temptation of the Medical Missionary to over-estimate the medical as it is of the educational to over-estimate education. Both are to be used as means to the end of conversion."

The Baptist Missionary Society have no fixed rule, taking each case by itself, attention being given to the measure of the skill of the Missionary and that the work must always be regarded strictly as auxiliary to the Evangelistic work of the Missionary. In many cases, especially in those of the non-medical men, the drugs used are given as contributions in response to appeals, the whole matter being dealt with as something outside the range for which their ordinary funds are available. Payments from patients should always be requested of at least the value of the medicine supplied where there is ability to pay.

The Rev. James Buchanan, Secretary of the United Presbyterian Mission, writes:—"Missionaries who may have a limited knowledge of medicines, but who yet require to do a little in the way of dispensing, &c., are directed to apply to the nearest Medical Missionary who supplies the medicines required."

The Rev. R. Wardlaw Thompson, Foreign Secretary of the London Missionary Society, writes :—" We do not as a rule supply drugs to our Missionaries other than those who are fully qualified in medicine, and we only provide drugs for the Medical Missionaries on the understanding that as much local help is to be obtained in paying for them as possible. All our Missionaries in Africa, Madagascar, the South Seas, New Guinea, receive some elementary medical training before they enter upon their work, and we usually make a grant of £10 to enable them to purchase a surgeon's pocket case of instruments, one or two medical books, and a few drugs ; the instruments and the books being regarded as the property of the Society, lent to the Missionary for his use. After this first grant the Missionaries have to supply themselves with any drugs they may require. . . . My observation in the course of my work leads me to sympathise very much with your feeling of anxiety about the claims of medical work in the Mission field. There can be no doubt that in some cases it becomes a serious temptation. Men who are not fully on fire with evangelistic zeal, or who are labouring among a difficult and unresponsive people, are tempted to give more time to the healing of the bodily ailments than is consistent with full attention to the more directly spiritual demands of their work. I have had more than once to remind Missionaries that it was possible to fill up the whole day in really hard work, drawing teeth and administering medicine, and yet to do very little for the cause for which they had been sent out. I am glad, however, to feel that though the temptation is often present it is not yielded to by so many nor to such an extent as might perhaps have been feared. As to our fully-qualified Medical Missionaries, we are very careful to insist from the first that we send out Missionaries who are to serve Christ through the opportunities afforded by their professional skill, and not medical men attached to a Mission. At present I think I may say that our Medical Missionaries without an exception are among the most earnest evangelists we have in our whole company of workers. Certainly our Mission Hospitals have proved to be singularly rich soil for conversion to Christ. . . . We make it an absolute rule that no Medical Missionary is to take any fee from European or native for his own profit, but we desire it to be understood that wherever they minister to those who are able to pay for their services the patient should be encouraged to make a gift to the Mission funds. In most, if not all, our Mission Hospitals there is also a small charge for the drugs supplied."

10. A Missionary will probably be compelled for a time to act as pastor of the church which he has founded; but, as such an arrangement cannot in the long run be beneficial, it is advisable, as soon as a suitable man can be found, to appoint a native minister as coadjutor, and (when he is fit for it) eventually as sole pastor. In estimating the SALARY of a native pastor regard should be had to the circumstances of his people, and the amount which a native church with a considerable number of members could without difficulty provide. The following scheme, proposed by the Shangpoong Presbytery (1887), with certain modifications, was approved by the Directors, and has been hitherto acted upon:—

1. That we deem it indispensable that there should be a pastoral relation between every Preacher proposed for Ordination, and some Church or a group of Churches; and that such a relation must have existed for at least twelve months before the candidate is proposed for ordination.
2. That the support of ordained Pastors is to come from funds contributed by the native Churches themselves.
3. That no Evangelist is eligible for Ordination unless he shall have been preaching for at least five years, and shall have also passed an examination in Scripture and Theology, and given satisfactory proof of his faithfulness, his earnestness, and gifts suitable to the work of the Lord.
4. In order to assist Churches in choosing suitable Pastors, and in dealing with questions which may arise between them and their Pastors, a Committee of Management be appointed, consisting of all the Missionaries and a proportionate number of the most experienced and enlightened Deacons in the Churches; the selection of the Deacons being left to the District Committee and the Presbytery.
5. The Committee, for the present, is to have a voice in the selection of native Pastors. When any Church, or a

number of Churches grouped together, in consultation with the Committee of Management has come to an agreement as regards having a Pastor, the name of such Pastor will be introduced to the Presbytery, with a view to his being ordained to the full work of the ministry.

6. In case of any dispute between the Churches and their Pastors, the matter, before being referred to the Presbytery, will first be brought for settlement if possible to this Committee ; and, if it be thought necessary, the Committee can delegate any of its members to visit Churches where disagreements may have arisen.
7. The Church Collections from all the Churches on the Hills are to be sent in Quarterly to the Treasurer of the Committee, and all arrangements with reference to the fixing and payment of salaries to native Pastors are to be managed by this Committee.
8. The Local Treasurer of the Mission to act as Treasurer of this Committee, and Babu Mohonroy to be first Secretary.
11. The Directors wish it to be understood that the Mission does not employ native pastors over native churches on a salary paid from England, it being expected that the churches will support their own pastors.
12. When a native preacher is sent to labour in a part of the country that is not evangelised, he should be encouraged to found and gather around him a native church. Any salary paid him by the Mission will only be a temporary arrangement, a means for that definite end ; and his appointment, position, and progress should be carefully reviewed from time to time.
13. A high STANDARD of Christian character, and sound DISCIPLINE, should be encouraged and maintained in every native church. Various practical methods should also be adopted, as Bible classes, mothers' meetings, and the like, for increasing their knowledge of truth and Christian duty.

14. In all arrangements connected with native churches, the Missionary should remember the AIM he has in view, and direct all things to that end. Few things contribute so effectually to promote SELF-RELIANCE as efforts to provide for the maintenance of Church ordinances ; and few things hinder growth in our converts so much as providing everything for them at others' cost. From the first, therefore, the Missionary should preach and enforce the obligation resting on Christian men to sustain church ordinances for themselves. A few practical rules should also be followed, like the following :—

- (a.) SYSTEMATIC GIVING for benevolent purposes should be urged on all, old and young, from the time of their profession.
- (b.) At important places, where the Mission judges it advisable to open chapels for preaching to the heathen, the native christians may be freely granted the use of such chapels ; but they should be expected to contribute, according to their ability, to keep the chapels in repair, and to provide for the incidental expenses of their own services.
- (c.) To the erection of churches, schools, and other buildings, intended for their own benefit, all the convertssould contribute; thefundsof the Mission should only be given as a grant in aid of such efforts made by the people themselves. And after their erection the converts should keep these buildings in repair, and provide for all the incidental expenses of worship.
- (d.) All converts should be urged to erect houses for themselves, on land owned or rented by them-

selves. Their burial grounds also should be put in trust for them ; and the Mission should not be involved in their purchase or management.

- (e.) When a suitable native pastor has been found, and his income fixed, a special effort should be annually made to provide a definite and increasing portion of that income, until the whole is contributed by his people.
- (f) In regard to the education of Christian children, where a day school is desired the people should pledge themselves to erect the school-house and to meet a fair proportion of its expenses, either by fees or otherwise.

15. CHRISTIAN EDUCATION has occupied an important share among the evangelising agencies in India. Its usefulness is heartily acknowledged ; but the Missionaries should exercise great care that the secular studies do not displace that Christian teaching for the sake of which the Mission Schools exist, and they should see that a definite portion of the school time and labour is devoted each day to the study of the Bible.

16. Where a public government gives GRANTS of money in aid of sound secular education, on conditions which do not hamper their Christian efforts, the Missionaries are at liberty to avail themselves of these grants, but they should be reported to the Directors.

17. When several native churches have been founded the Missionaries should introduce, as far as the habits and the circumstances of the people will permit, those forms of church organisations which have proved so beneficial in our own country. For the building up of

the churches, and in order to train the church officers and evangelists to habits of self-reliance, they should meet the Missionaries in Presbytery. These meetings should be in part devotional; they will also afford opportunities of mutual exhortation and encouragement, and should be conducted, as far as possible, like our Monthly Meetings.

18. We have been frequently assured that the indirect results of the efforts of our Missionaries in Khasia are evident—that the people have been raised in their social habits, that they provide better houses for themselves, cultivate their land better, and enjoy many advantages of civilised life previously unknown to them. The Missionaries, whilst chiefly seeking the spiritual welfare of the natives, should give some thought and attention to their material elevation. People who have been living an indolent and degraded life, may receive help, even in their spiritual advancement, by being encouraged to engage in some regular employment or to learn some handicraft, or directed to make the best use of the natural products or resources of their country, not so much for the sake of the commercial advantages, as in order that they may be trained in habits of industry and self-reliance. Orphans under the charge of Missionaries should especially be early taught some trade to enable them to earn a livelihood. The Missionaries shall not incur any pecuniary liabilities, or undertake any industrial schemes on a large scale. The Industrial Missions Aid Society—an agency closely allied to Missionary Societies, but separate from them—are prepared to advise Missionaries how to direct the natives in regard to industrial occupations, and may sometimes provide the means for carrying on industrial work.

A P P E N D I X.

A.--DISTRICT QUARTERLY ACCOUNT FORMS.

THE REV. MISSIONARY IN CHARGE OF DISTRICT, IN ACCOUNT WITH THE
 LOCAL TREASURER IN INDIA OF THE WELSH C.M. FOREIGN MISSION.

For the Quarter ending 189

<i>Estimate</i>	RECEIPTS.		DISBURSEMENTS.	
	£	s. d.	£	s. d.
	Balance in hand (if any)		Balance (if any) from last Account	
	From Rents		EDUCATIONAL AGENCIES (1), Village Schools ..	
	From Sale of Books.....		1.—State the number of Schools	
	From Sale of Medicine		2. Do. Teachers	
	From Subscriptions of Europeans in India		Other Schools or Institutions (give particulars	
	From Church Collections.....		of payments to Students or Stipend Holders)..	
	From other Contributions of Natives		Evangelists, give their Names and of the Vil-	
	From Local Treasurer.....		lages where they work	
	From Local Treasurer on account of Special		Bible Women (give their Names and of the Vil-	
	Contributions at home		lages where they work).....	
	Total		Building, Repairs, &c.	
	£		Rent and Taxes.....	
			Medicine	
			Postages and Stationery	
			Travelling Expenses	
			Other Expenses	
			Total.....	
	£			

- (1).—It is especially required that full particulars of Receipts and Expenditure may be furnished under their proper designations, and that when the space is insufficient they may be written on a separate paper.
- (2).—When no separate designation is found for any special item, such item to be inserted under "Other Expenses."
- (3).—For any new or special item of Expenditure, especially if not provided for in the Estimates, an explanation should accompany the Account. Also where there is a great difference between the actual receipt or expenditure and the Estimate.
- (5).—It is necessary that vouchers should in all cases be sent with the Accounts.

B.—ANNUAL SALARY ACCOUNT FORMS.

WELSH C. M. FOREIGN MISSION.

SALARY ACCOUNT of *Missionary*
at *for the year ending 31st December, 18*

	£	s.	d.
Draft No.....Dated			
HOME PAYMENTS—			
	£		
Salary as Married (or Unmarried) Missionary			
Allowance for Children under 10 years of age @ £10			
„ „ from 10 to 15 „ @ £15			
„ „ „ 15 to 18 „ @ £20			
Other Allowances			
Total	£		

Salary Drafts on the Treasurer in England should be drawn not earlier than the beginning of the Second Month in each Quarter. In this way they will become payable at the end of the Quarter, when strictly speaking the Quarter's Salary become due.

Missionaries are requested to see that the exact amount of their Salary is drawn for, or to give directions to the Treasurer, through the Secretary, as to the disposal of any Balance in their favour, at the close of each year.

The Financial Year ends on 31st December, and it is important that this Statement showing the amounts drawn, and also how the Salary is made up, should be despatched not later than that date, so that it may reach the Secretary by the end of January.

C.—ADVICE OF DRAFT FORM.

WELSH C. M. FOREIGN MISSION.

No.

Advice sent to Treasurer per Secretary

of Draft for -----

through -----

in favour of -----

on account of -----

for the ----- *ending*

You are particularly requested to state in every case whether Draft is for Salary or General Expenditure, and for what Month or Quarter—mentioning what is the amount of Salary and Allowance or of Monthly Estimate.

N.B.—Advice must be sent to the Treasurer, through the Secretary, one Mail at least before the Draft can be presented.

WELSH CALVINISTIC METHODISTS' FOREIGN MISSION.

No.

To the Treasurer, Mr. _____ 189

Dear Sir,

I beg to inform you that I shall on the

draw upon you for
through

£	:	:	in favour of	which
				Account.
			sum, when the Draft is paid, please charge to	

Yours truly,

Missionary.

The above amount is of

Account for
leaving £ : : due to

State amount of Salary and Allowance for Quarter or Estimate for the Month.

F.—PROPOSED NEW SCHOOLS FORM.

PROPOSED NEW SCHOOLS, -
District of.....189

When it is proposed to apply through the District Committee to the Directors for a new School, the Missionary in charge of the District in which the proposed School is situated, shall fill up the following Form, and send it, with his Accounts and Estimates, to the Local Treasurer, ten days before the Meeting of the District Committee.

- 1.—Distance of the village from the chief Station of the district ?
- 2.—Distance from the nearest School ?
- 3.—Population of the village and of the adjacent villages where there are no Schools ?
- 4.—Has there been a School in the village before ? If so, why was it given up ?
- 5.—How many Christians are there in the village ?
- 6.—Have the people given an undertaking to build a Schoolroom and to keep it in repair for any specified time ?
- 7.—Have they undertaken to send a number of children to School ?
- 8.—How long is it since they have been applying for a School ?
- 9.—Has the proposal to establish a School in the village been discussed by the Missionary with the Evangelists or Deacons in the District, or with the other Missionaries ?
- 10.—What will be the expense of the School to the Mission ?
- 11.—Is there a prospect of your having a competent Teacher ?
- 12.—Are there any Schools in the district which have no Christian Teachers ?
- 13.—Are there any Schools which it may be advisable to give up, because of inefficiency, being too distant for proper superintendence, or because some of the Christians will voluntarily undertake what Teaching may be required ?

